

and you can buy it as an addition to your regular health care, and even though it might seem, some arguments indicate that you can save cost of health care as it applies to mandating benefits, please remember that when you require a benefit that has a low utilization rate, it is obvious that costs still exist because you have to crank into the premium rate that cost to meet potential use. When a benefit for a given service are required to be paid to a larger number of the population, obviously that increases the benefit costs as well. And mandated benefits always have and always will be an addition to the existing service. It never is a replacement. Lastly, mandated benefits foreclose on competition which is always a terrible problem. The National Federation of Independent Business folks sent out a survey. Their Nebraska numbers are about 7,000 people. The question they asked in their state ballot was, should legislation be enacted that specifies which benefits are to be included in all employee health care plans? Eighty-nine percent of those numbers of people, those 7,000 folks in Nebraska, responding said, no. The trend is an interesting trend. For example, the firm of Towers, Perrin, Forster, and Crosby, a consulting firm out of New York, indicated that 62 percent of the large employer self-insured in '85. That is up 54 percent from 1983. They expect that next year it should be about 67 percent. They also reported that 75 percent of the employers who have employees between 75 and 110 thousand were self-insured in 1984. That is up 25 percent from 1980, but the largest market right now is for smaller employers, they can consider smaller employers who have up to 500 people. About 55 percent of those people, those employers are now self-insured, that is up about 42 percent from 1982. So simply put what this bill does is provide as it applies to mandated benefits recognizing, for example, that we don't oppose these trends. This is the trend in the marketplace so this bill has nothing to do with inhibiting anybody from going self-insured or providing any kind of a plan, HMO, PPO, or whatever it might be. But this simply provides that if we are going to mandate for a benefit, why don't we mandate it for the small businessman or the farmer or an individual who has to buy insurance and isn't big enough to fit into, conform with, or even profit from a self-insurance program. Why mandate this, for example, if you won't offer this benefit to people who work for an Internorth, or MUD, or OPFD, or Northwestern Bell, or a number of other large employers. If there is a need for a benefit, it simply